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Special Operations Forces Language and Culture Needs Assessment Project: Participation Report



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EXECUTIVE SUMMARY

The *LCNA Participation Report* documents the number and characteristics of members of the Special Operations Forces (SOF) community who participated in the SOF Language and Culture Needs Assessment (LCNA) project, providing readers with detailed information about the sample of focus group and survey participants. Although the main purpose of this report is descriptive, the reader can use the information provided, such as the response rates and characteristics of the respondents, to judge the representativeness of the findings in relationship to the SOF community or to specific groups within the SOF community. As a sample becomes larger and more representative (i.e., the characteristics and backgrounds of individuals in the population are adequately represented in the sample), the findings will be more likely to generalize to the target group or population. Therefore, the reader can have more confidence in the findings and inferences drawn from the findings.

Overall, SOF community participation in the SOF LCNA project was robust, especially considering the current operations tempo. One hundred twenty-six SOF personnel participated in the focus groups. In addition, there were 2361 SOF personnel and other personnel associated with a SOF unit or SOF language training who completed the survey and 1456 who completed a portion of the survey (i.e., dropped out after answering only a portion of the items). In comparison to the previous SOF Language Transformation Strategy Needs Assessment project, the participation rate has greatly increased, which is due to increased command emphasis and better distribution of the survey. Based on this level of response, the reader can have a fair amount of confidence that the findings from this study are based on an adequate sample.

The majority of focus group and survey participants were SOF operators, which was the primary group of interest for this project. However, there were a large number of SOF leaders who participated in the survey as well. Survey participants were primarily USASOC operators ($N=1135$, including operators and operators assigned to other duties) and leaders ($N=649$), including a representative sample of Special Forces, Civil Affairs, and Psychological Operations personnel. There was representation in focus groups and on the survey from operators and leaders across the other components (i.e., AFSOC, MARSOC, and WARCOC), but the absolute numbers were much smaller when compared to USASOC. In part, this is due to the fact that the other components are smaller than USASOC. Overall, there were 64 survey participants from AFSOC, 86 from MARSOC, and 43 from WARCOC.

The majority of SOF operator ($N=1403$) and SOF leader ($N=766$) survey participants were currently in a language-coded position. Across both operators and leaders, Spanish ($N=508$), Modern Standard Arabic ($N=398$), and French ($N=359$) were among the most commonly represented area of responsibility (AOR) languages. SOF operator and leader participants also represented a variety of pay grades, including at least one participant from E3 to E9, WO-01 to WO-05, and O2 to O8. Further details about the sample of participants are provided throughout this report.

The Special Operations Forces Culture and Language Office (SOF-CLO) commissioned the SOF Language and Culture Needs Assessment Project (LCNA) to gain insights on language and culture capability and issues across the United States Special Operations Command (USSOCOM). The goal of this organizational-level needs assessment is to inform strategy and policy to ensure SOF personnel have the language and culture skills needed to conduct their missions effectively. Data were collected between March and November, 2009 from personnel in the SOF community, including operators and leaders. Findings, gathered via focus groups and a web-based survey, will be presented in a series of reports divided into three tiers. The specific reports in each of these tiers will be determined and contracted by the SOF-CLO. As originally planned, Tier I Reports focus on specific, limited issues [e.g., Inside/Outside Area of Operations (AOR) Use of Cultural Knowledge, Inside AOR Use of Language] Tier II Reports

will integrate and present the most important findings across related Tier I reports (e.g., Use of Language and Culture on Deployment) while including additional data and analysis on the topic. One Tier III Report will present the most important findings, implications, and recommendations across all topics explored in this project. The remaining Tier III reports will present findings for specific SOF organizations [e.g., Air Force Special Operations Command (AFSOC), Special Forces (SF) Command]. Two foundational reports document the methodology and participants associated with this project. As mentioned, the additional reports will be determined by the SOFCLO and may differ from what was originally planned.

The *LCNA Participation Report* is a foundational report for the LCNA project that is cited by all other Tier I, Tier II, and Tier III Reports. Other reports will reference this foundational report in order to reduce the length of subsequent reports and provide a single source for background information about the focus group and survey participants in this project. The final reports produced will be determined by the SOFCLO.

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SECTION I: REPORT AND PROJECT OVERVIEW

LCNA Participation Report Purpose

The *LCNA Participation Report* documents the number and characteristics of members of the Special Operations Forces (SOF) community who participated in the SOF Language and Culture Needs Assessment (LCNA) project. The SOF LCNA Project included two data collection methods: focus groups and a web-based survey. This report provides detailed information about the sample of focus group and survey participants. Although the main purpose of this report is descriptive, the reader can use the information provided, such as the response rates and characteristics of the respondents, to judge the representativeness of the findings in relationship to the SOF community or to specific groups within the SOF community. As a sample becomes larger and more representative (i.e., the characteristics and backgrounds of individuals in the population are adequately represented in the sample), the findings will be more likely to generalize to the target group or population. Therefore, the reader can have more confidence in the findings and inferences drawn from the findings.

Overall, SOF community participation in the SOF LCNA project was robust, especially considering the current operations tempo. One hundred twenty-six SOF personnel participated in the focus groups. In addition, there were 2361 SOF personnel and other personnel associated with a SOF unit or SOF language training who completed the survey and 1456 who completed a portion of the survey (i.e., dropped out after answering only a portion of the items). In comparison to the previous SOF Language Transformation Strategy Needs Assessment project, the participation rate has greatly increased. The previous project included 145 focus group participants, 899 participants (after screening the data) who took the operator version of the survey, and 158 who took the leader version of the survey. The 899 who took the operator version of the survey included SOF personnel, military intelligence organic to SOF units, SOF support, non-SOF language professionals, and non-SOF, non-language professionals. The SOF personnel group ($N=297$) from the survey are equivalent to the SOF operators in the current project.

In the current SOF LCNA project, the majority of focus group and survey participants were SOF operators, which was the primary group of interest for this project. However, there were a large number of SOF leaders who participated in the survey as well. Survey participants were primarily USASOC operators ($N=1135$, including operators and operators assigned to other duties) and leaders ($N=649$), including a representative sample of Special Forces, Civil Affairs, and Psychological Operations personnel. There was representation in focus groups and on the survey from operators and leaders across the other components (i.e., AFSOC, MARSOC, and WARCOC), but the absolute numbers were much smaller when compared to USASOC. In part, this is due to the fact that the other components are smaller than USASOC. Overall, there were 64 survey participants from AFSOC, 86 from MARSOC, and 43 from WARCOC.

The majority of SOF operator ($N=1403$) and SOF leader ($N=766$) survey participants were currently in a language-coded position. Across both operators and leaders, Spanish ($N=508$), Modern Standard Arabic ($N=398$), and French ($N=359$) were among the most commonly represented area of responsibility (AOR) languages. SOF operator and leader participants also represented a variety of pay grades, including at least one participant from E3 to E9, WO-01 to WO-05, and O2 to O8. Further details about the sample of participants are provided throughout this report.

Focus groups were conducted between 2 March and 11 June 2009. Section II: Focus Group Participants provides an overview of the focus group locations and the participants included in each group. The web-based survey was conducted between 26 October and 24 November 2009. The details of the survey timeline and overall response rate can be found in Section III: Survey Response and Drop-Out Rate. This

section also examines the drop-out rate across topic areas for each SOF participant group. Section IV: Survey Participants provides an overview of the components represented and background of the participants included in the survey.

Project Purpose

The Special Operations Forces Culture and Language Office (SOFCLLO) commissioned the SOF Language and Culture Needs Assessment Project (LCNA) to gain insights on language and culture capability and issues across the United States Special Operations Command (USSOCOM). The goal of this organizational-level needs assessment is to inform strategy and policy to ensure SOF personnel have the language and culture skills needed to conduct their missions effectively. Data were collected between March and November, 2009 from personnel in the SOF community, including operators and leaders. Findings, gathered via focus groups and a web-based survey, will be presented in a series of reports divided into three tiers. The specific reports in each of these tiers will be determined and contracted by the SOFCLLO. As originally planned, Tier I Reports focus on specific, limited issues [e.g., Inside/Outside Area of Operations (AOR) Use of Cultural Knowledge, Inside AOR Use of Language] Tier II Reports will integrate and present the most important findings across related Tier I reports (e.g., Use of Language and Culture on Deployment) while including additional data and analysis on the topic. One Tier III Report will present the most important findings, implications, and recommendations across all topics explored in this project. The remaining Tier III reports will present findings for specific SOF organizations [e.g., Air Force Special Operations Command (AFSOC), Special Forces (SF) Command]. Two foundational reports document the methodology and participants associated with this project. As mentioned, the additional reports will be determined by the SOFCLLO and may differ from what was originally planned.

See Appendix B for more details about the 2009 SOF LCNA Project and initially planned report structure.

Relationship of *LCNA Participation Report* to the LCNA Project

The *LCNA Participation Report* is a foundational report for the LCNA project that is cited by all other Tier I, Tier II, and Tier III Reports. Other reports will reference this foundational report in order to reduce the length of subsequent reports and provide a single source for background information about the focus group and survey participants in this project. This report was designed to keep the methodology sections of the subsequent LCNA reports focused on information unique to each individual report. The final reports produced will be determined by the SOFCLLO.

SECTION II: FOCUS GROUP PARTICIPANTS

This section includes descriptive information about the twenty-three focus groups conducted at seventeen different locations in the SOF community between 2 March 2009 and 11 June 2009. Focus groups were conducted across all of USSOCOM, including two at AFSOC, twelve at USASOC, seven at WARCUM, and two at MARSOC.

The 126 focus group participants completed a background survey at the beginning of the focus group (see the *LCNA Methodology Report Technical Report# 2010011002* for a copy of this survey). The background survey included the following information which can be found in Table 1: service, unit, location, sample size, primary foreign language, and secondary foreign language. Tables 2 and 3 show the respective proficiency scores in the primary and secondary foreign languages.

USASOC

As mentioned above, twelve focus groups were conducted throughout USASOC. Two separate focus groups were conducted with the following groups: 1st BN 10th SFG(A), 95th CA Bde, 4th POG, and 1st SFG(A). Additionally, one focus group was conducted with the following groups: 1st BN 1st SFG(A), 5th SFG(A), 10th SFG(A), and 19th SFG(A). Focus groups were planned but not conducted at 3rd SFG(A), 7th SFG(A), and 20th SFG(A) because they were unavailable during our data collection period. Although focus groups were not conducted at all USASOC locations, a variety of military occupational specialties (MOS) were represented across the twelve focus groups. There was one participant who indicated Civil Affairs without an MOS, and several focus groups included students in the pipeline and MI linguists attached to SOF. Their MOSs were as follows: 21A (N=1), 35M (N=1), and 35P (N=2). Additionally, the following MOSs were represented:

- 180A (N=2)
- 18A (N=1)
- 18B (N=10)
- 18C (N=5)
- 18D (N=9)
- 18E (N=12)
- 18F (N=2)
- 18Z (N=2)
- 11C (N=1)
- 37F (N=11)
- 38A (N=6)
- 38B (N=2)
- 74D (N=1)

AFSOC

As mentioned above, two focus groups were conducted at AFSOC. An additional focus group was planned to gain different participant perspectives, but this group was cancelled due to lack of availability during our data collection period. In the AFSOC focus groups, one pilot did not indicate a specific Air Force Specialty Code (AFSC), and multiple participants indicated 14N3 (N=2) and 1A771 (N=3). One participant in each of the following AFSCs was present in the focus groups:

- 11S3W
- 1POX1
- 13D3A
- IT071
- L2A572
- V1A1X1

MARSOC

As mentioned above, two focus groups were conducted at MARSOC. An additional focus group was planned with MARSOC (East) to gain different participant perspectives, but this group was cancelled due to lack of availability during our data collection period. In the focus groups conducted at MARSOC, multiple participants indicated the following MOSs: 311 ($N=2$) and 369 ($N=2$). One participant in each of the following MOSs was present in the focus groups:

- | | |
|-------------|-------|
| • 0202/0530 | • 302 |
| • 202 | • 321 |
| • 203 | • 331 |

WARCOM

As mentioned above, seven focus groups were conducted across WARCOM. In these focus groups, one Naval Officer did not indicate a specific Navy Enlisted Classification Code (NEC), and multiple participants indicated the following: 1130 ($N=3$), 5326/SEAL ($N=10$), and 5352/SWCC ($N=12$). One participant in each of the following NECs was present across the focus groups:

- | | |
|-----------|--------|
| • 0-1/ENS | • 6150 |
| • 1110 | • 7151 |
| • 1137 | • J326 |
| • 5323 | |

Language Background

Due to the variety of languages represented in each focus group, the primary and secondary foreign languages listed in Table 1 represent the most frequently spoken languages of the participants in their respective group. Across all focus groups, French, Russian, and Spanish were the most frequently represented languages. Tables 2 and 3 indicate the levels of proficiency corresponding to the primary and secondary foreign languages reported by participants. These tables show the listening, reading, and speaking ILR levels represented in each component's focus groups. The proficiency background of the individuals participating in the needs assessment activities can impact their responses and perspectives; therefore, it is important to understand the language proficiency composition of the focus group participants and the respondents to the survey.

Almost all focus group participants indicated a primary foreign language proficiency level while less than 25% indicated a secondary foreign language proficiency level. There was a representative distribution of ILR levels from 0 to 3 or above across all components' primary foreign languages; however, the most frequent ILR levels were 0+ for listening, 1 for reading, and 1+ for speaking (see Table 2). There was less of a representation across ILR levels for secondary foreign languages because not all participants indicated a secondary foreign language, but the most frequent ILR levels were 0 for listening and reading, and 1+ for speaking (see Table 3).

Table 1. Focus Group Information

Unit	Location	# Participants	Primary Languages	Secondary Languages
AFSOC				
AFSOC*	Hurlburt, FL	12	French & Russian	Arabic, French, & Russian
USASOC				
95th CA Bde*	Ft. Bragg, NC	10	Arabic, French, Spanish, & Tagalog	Dutch & Spanish
4th POG*	Ft. Bragg, NC	11	Arabic, Spanish, & Tagalog	French, Russian, & Spanish
1st SFG(A)*	Ft. Lewis, WA	11	Chinese & Tagalog	Russian
1st BN 1st SFG(A)	Okinawa, Japan	6	Chinese, Korean, Polish, & Tagalog	Tagalog & Thai
5th SFG(A)	Ft. Campbell, KY	9	Arabic & Persian-Farsi	German and Italian
10th SFG(A)	Ft. Carson, CO	4	Arabic, German, Russian, & Serbo-Croatian	Russian
1st BN 10th SFG(A)*	Stuttgart, Germany	10	French & Russian	French, Spanish, & Swahili
19th SFG(A)	Ft. Carson, CO	8	Korean & Russian	Russian, Serbo-Croatian, & Spanish
WARCOM				
NSWU-2	Stuttgart, Germany	7	French, German, & Spanish	Spanish
NSWU-3	Bahrain	4	Arabic, German, Spanish, & Urdu	Arabic
NAVSCIATTS & Special Boat Team 22	Gulf Port, MS	8	French & Spanish	Portuguese & Spanish
NSWG-1	Coronado, CA	5	Italian, Spanish, & Tagalog	Arabic, French, Spanish, & Visayan
NSWG-2	Little Creek, VA	5	Russian & Spanish	French
NSWG-4	Little Creek, VA	3	Spanish	French
NSWC	Coronado, CA	3	French, German, & Thai	Arabic
MARSOC				
MARSOC (East)	Camp Lejeune, NC	6	French, Russian, Spanish, Tagalog, & Thai	Belorussian, Czech, German, Polish, & Slovak
MARSOC (West)	Camp Pendleton, CA	4	Arabic & Spanish	Dari, French, Portuguese, & Russian

*Two separate focus groups were conducted in these locations.

Table 2. Primary Language Proficiency

ILR Level	AFSOC			MARSOC			WARCOM			USASOC			Overall		
	L	R	S	L	R	S	L	R	S	L	R	S	L	R	S
0	2	2	2	1	1	2	4	4	6	10	6	4	17	13	14
0+	3	2	2	2	2	1	3	3	1	13	8	6	21	15	10
1	3	2	1	-	3	-	5	3	5	12	13	7	20	21	13
1+	1	2	-	2	1	-	5	5	4	9	10	14	17	18	18
2	1	1	2	2	-	1	4	4	3	8	15	7	15	20	13
2+	1	2	-	-	-	-	3	4	-	9	7	7	13	13	7
3 (or above)	1	1	-	1	1	1	4	5	2	4	6	5	10	13	8
Total	12	12	7	8	8	5	28	28	21	65	65	50	113	113	83

Note. L = Listening, R = Reading, and S = Speaking

Table 3. Secondary Language Proficiency

ILR Level	AFSOC			MARSOC			WARCOM			USASOC			Overall		
	L	R	S	L	R	S	L	R	S	L	R	S	L	R	S
0	2	2	1	1	-	-	3	3	3	1	2	1	7	7	5
0+	-	-	1	-	1	-	2	1	2	4	4	1	6	6	4
1	-	-	-	1	1	2	1	1	1	3	-	1	5	2	4
1+	-	-	-	-	-	-	-	1	1	5	5	5	5	6	6
2	-	-	-	-	-	-	1	1	2	2	2	1	3	3	3
2+	-	-	-	1	1	-	1	1	-	-	-	-	2	2	-
3 (or above)	-	-	-	-	-	-	1	1	-	1	1	-	2	2	-
Total	2	2	2	3	3	2	9	9	9	16	14	9	30	28	22

Note. L = Listening, R = Reading, and S = Speaking

SECTION III: SURVEY RESPONSE & DROP-OUT RATE

Survey Versions

Two versions of the survey items were created in order to gain unique perspectives on various topics including language testing, training, and barriers (see *LCNA Methodology Report Technical Report# 2010011002* for survey topics). One version of the survey items was created to capture the perspective of SOF operators (i.e., operator version). The following types of respondents answered this version of the items: SOF operators, SOF operators assigned to other duties, students currently in the training pipeline for SOF, and non-SOF Soldiers, Sailors, Airmen, and Marines. The second version of the survey was for leadership or those who currently supervise or support operators (i.e., leader version). The following types of respondents answered this version of the items: SOF Unit Commanders and Leadership of O3 Commands or higher, Command Language Program Managers/Component Language Program Managers (CLPM), MI Unit Commanders and Leadership of O3 Commands or higher, and language instructors (see *LCNA Methodology Report Technical Report# 2010011002* for a complete description of respondents in each version).

In order to branch participants correctly through the survey, after clicking on the survey link and reading a brief description of the survey, all participants responded to the first item to indicate whether they were SOF or non-SOF personnel (i.e., associated with SOF or not). This option was provided so non-SOF respondents could be easily removed from the analyses for the SOF LCNA project. Examination of non-SOF respondents is outside the scope of the current project.

Survey Timeline

The survey was activated on 26 October 2009 and closed on 24 November 2009. Due to the increase in interest in the survey resulting from Admiral Olson's memo (see *LCNA Methodology Report Technical Report# 2010011002*) and the SF command tasker sent out to all USASFC personnel, the survey end date was extended past the original 13 November date to ensure all personnel had the opportunity to participate.

Response Rate

Figure 1 shows the survey recruitment timeline and the various efforts to increase response rate during the data collection. Seven key dates that were directly linked to the increase in response rate are identified. For instance, on 12 November, targeted emails were sent via Army Knowledge Online (AKO), which contributed to a large increase in the number of respondents for that day.

On most days there were more respondents who started the survey (blue line in Figure 1) than those who completed the entire survey (red line in Figure 1). Additionally, there were a number of individuals who clicked on the survey link, but did not answer any items (green line in Figure 1). These individuals likely screened themselves out after reading the background description of the survey and found it was not relevant to them. This could be the result of the survey link being placed on web-pages like AKO that are accessible to those who were not the target audience for this survey.

Figure 2 shows a chart of the survey response rate. There were 6440 total SOF and non-SOF participants who started the survey, 3411 who completed the entire survey, 2118 who completed a portion of the survey, and 911 who only clicked on the survey link.

Of the 3411 participants who completed the survey, 819 were non-SOF responses and 2592 were SOF responses. However, out of the 2592 SOF participants who completed the survey, 231 were recoded as non-SOF per feedback from a SOFCLO representative (see *LCNA Methodology Report Technical Report# 2010011002* for recode details). This left a total of 2361 SOF participants who completed the survey.

On the other hand, of the 2118 participants who completed only a portion of the survey, 558 were non-SOF responses and 1560 were SOF responses. As before, 104 of the 1560 SOF participants were recoded as non-SOF. This left a total of 1456 SOF participants who completed a portion of the survey (see Figure 2).

Figure 1. Survey Recruitment Timeline

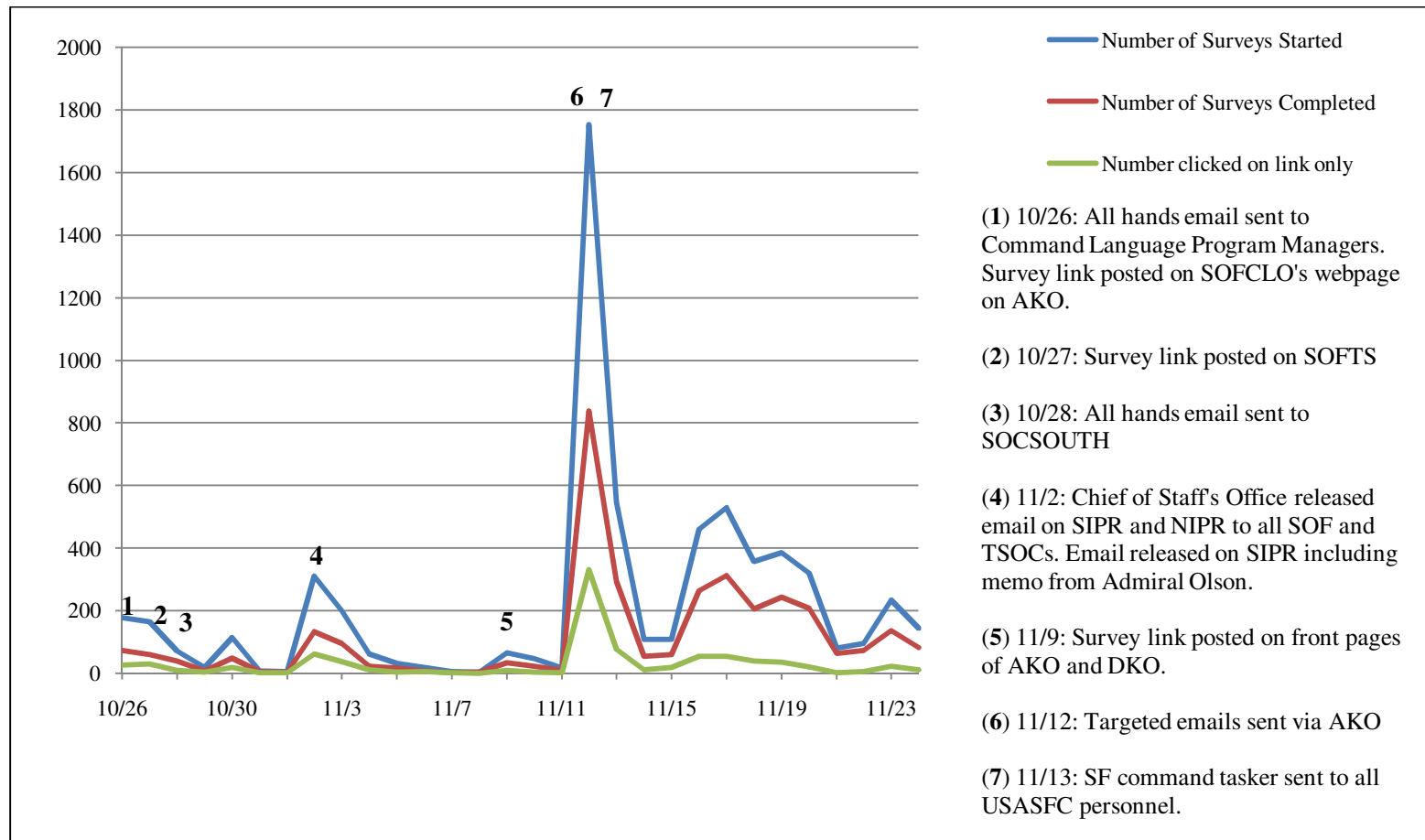
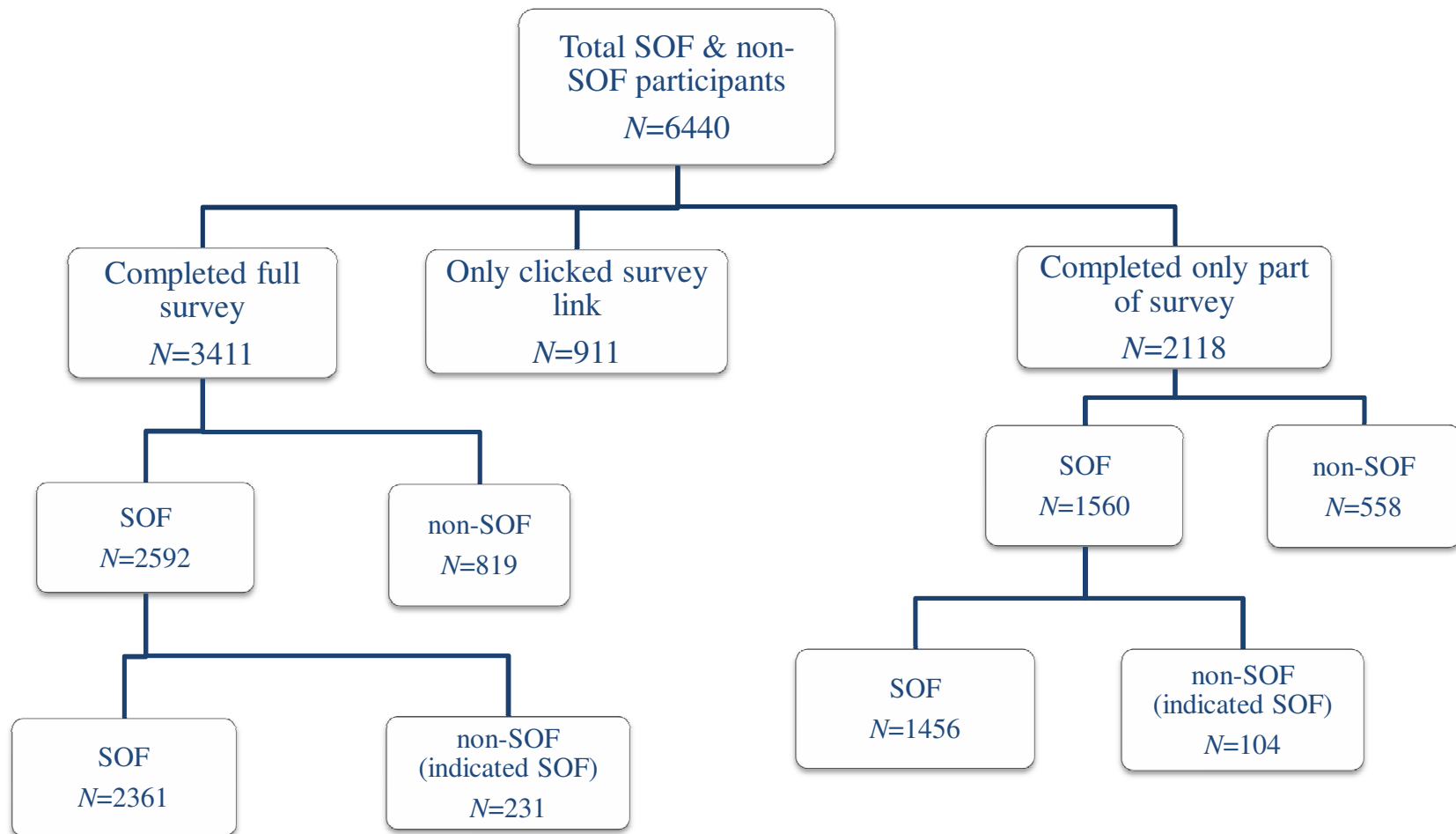


Figure 2. Survey Response Rate



Survey Drop-Out Rate

Figures 3-6 show the drop-out rate for each group of SOF participants who took the operator version of the survey, and figures 7-10 show the drop-out rate for each group of SOF participants who took the leader version of the survey.

The top portion of each figure indicates the number of participants who started the survey. Additionally, the figures show the survey topic areas that participants could have answered and the number of participants who responded to the first item in that area. For example, Figure 3 shows the survey topics and the number of operators or operators assigned to other duties (referred to as “operators” hereafter in this paragraph) who responded to the first item in each topic area. At the start of the survey, there were 1398 operators and 239 operators assigned to other duties. SOF unit assignment, the first topic area for operators, shows that 1599 operators responded to the first item. However, 1591 operators responded to the next topic area. In this example, 38 operators dropped-out before answering the first unit assignment question, but only 8 dropped out between unit assignment and the next topic area.

There are several factors to note when viewing these drop-out rate figures. First, participants did not see every topic area in the survey. Topic areas shown to each particular group were determined by their background and experience in the topic areas. For example, SOF retirees were not asked about their current SOF tactical elements’ proficiency requirements. The figures have left intentional gaps between each topic area to show which topic areas were not asked. SOF operators, operators assigned to other duties, and SOF unit leaders responded to the most topic areas in their respective version of the survey.

A second factor to note when viewing the figures is that often the drop-out rate will decrease in a topic area and then increase in the next topic area. This change reflects the within topic area branching of the survey based on a respondent’s experience and response to a previous item (see *LCNA Methodology Report Technical Report# 2010011002* for an overview of the branching). For example, in Figure 3, operators and operators assigned to other duties only answered items in the “individual proficiency requirements” topic area if they previously indicated they had deployed with a SOF unit in the past four years. If any operators indicated they had not deployed with a SOF unit in the past four years, then they would have skipped over the “individual proficiency requirements” items and moved on to the next topic area.

In addition to the branching, the increase/decrease in drop-out rate is also attributed to the lack of forced response to certain topic areas. Survey participants had to select an answer (i.e., forced response) to several descriptive items at the beginning of the survey in order to receive the correct version of the items. Topic areas that were deemed as somewhat less important did not have any forced response items so participants were able to view the items but could skip through the entire topic area without responding. For instance, participants did not have to answer items in the attitudes toward language and training emphasis sections.

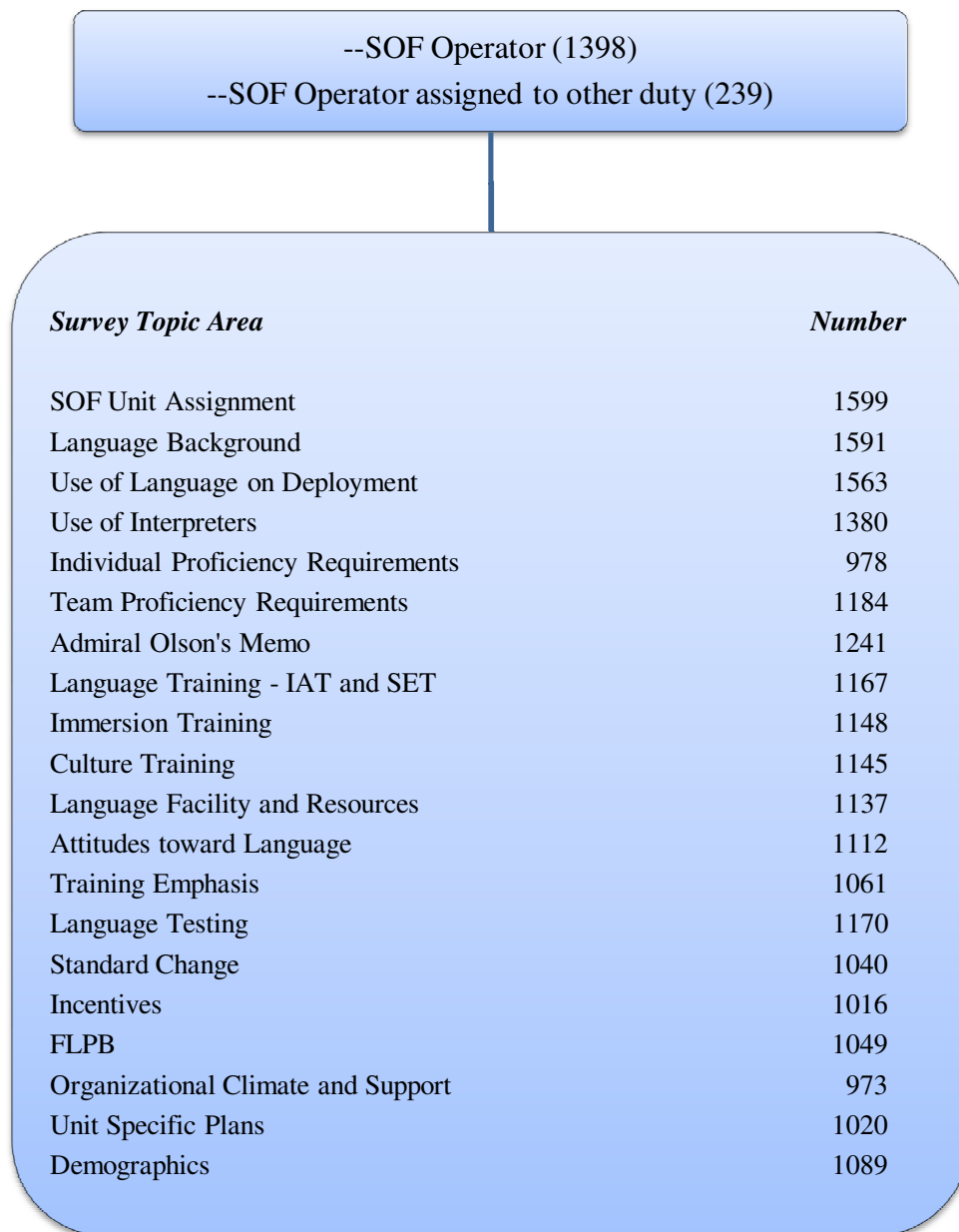
Figure 3. SOF Operator and Operator Assigned Drop-Out Rate

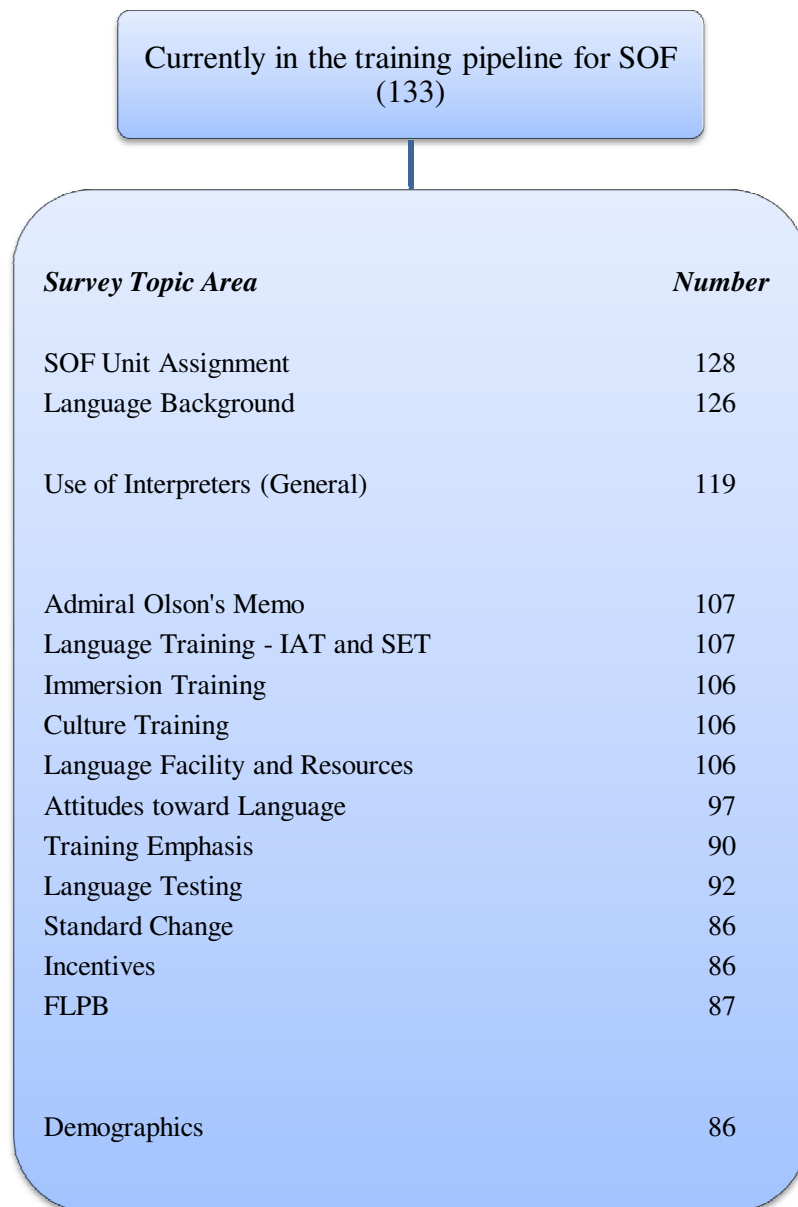
Figure 4. Currently in Pipeline for SOF Drop-Out Rate

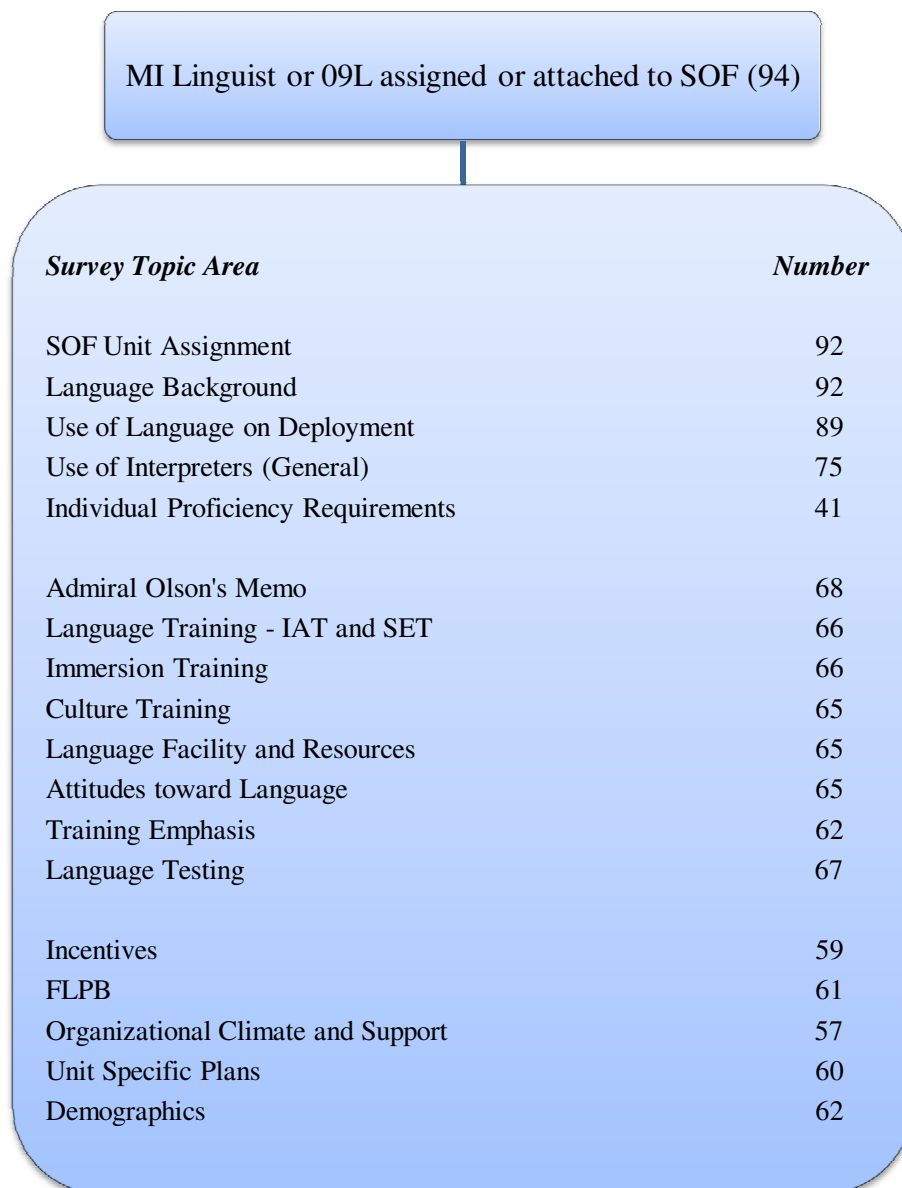
Figure 5. MI Linguist/09L Drop-Out Rate

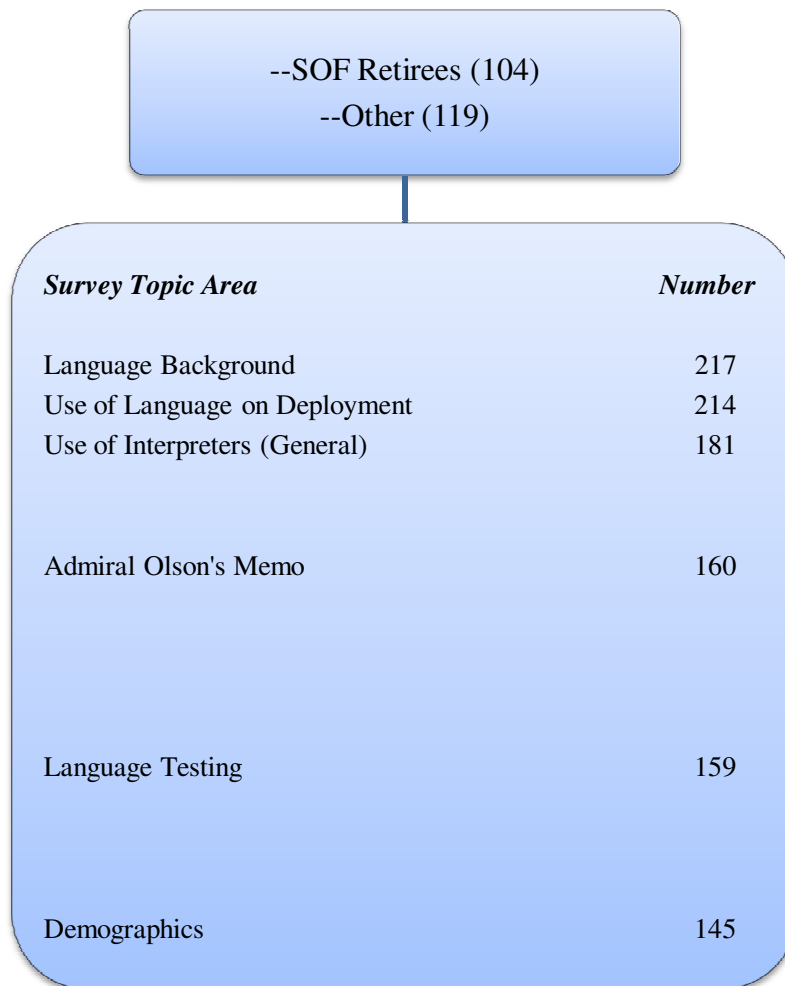
Figure 6. SOF Retirees and Other Drop-Out Rate

Figure 7. SOF Unit Leaders Drop-Out Rate

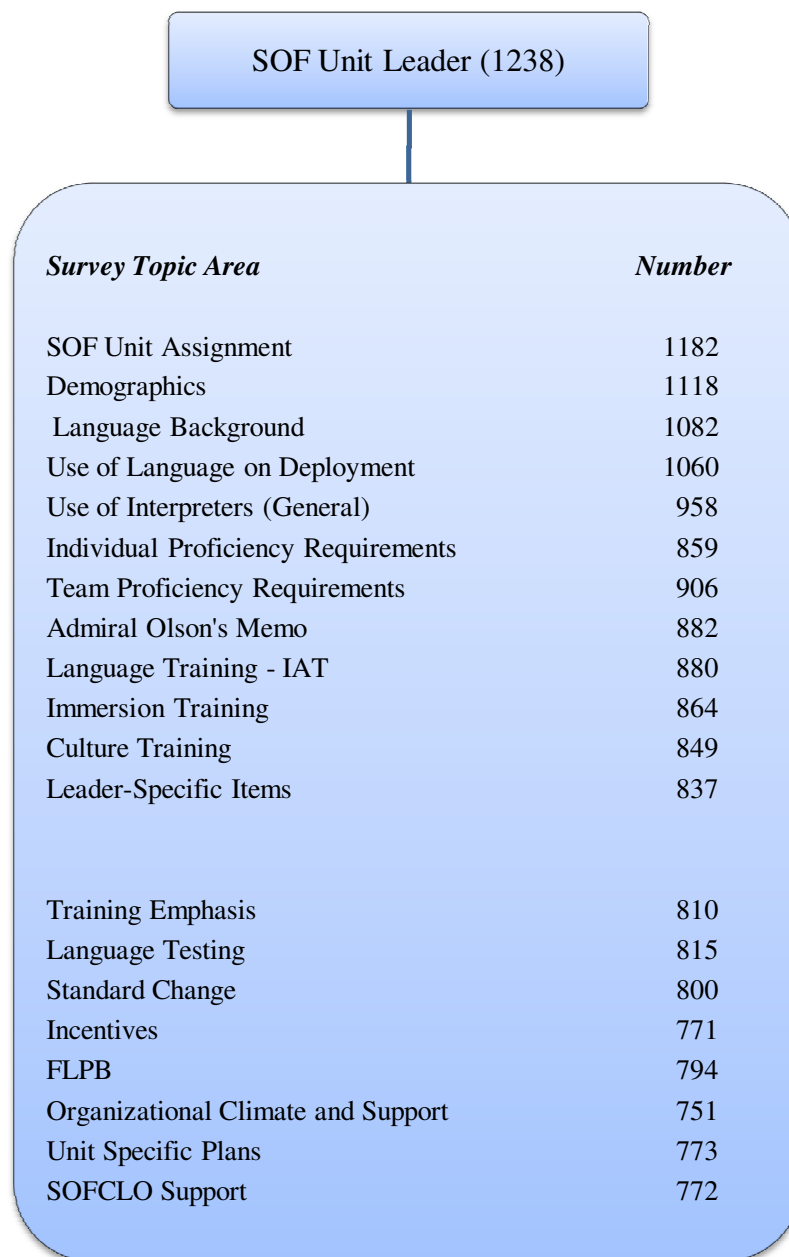


Figure 8. CLPM and Language Office Personnel Drop-Out Rate

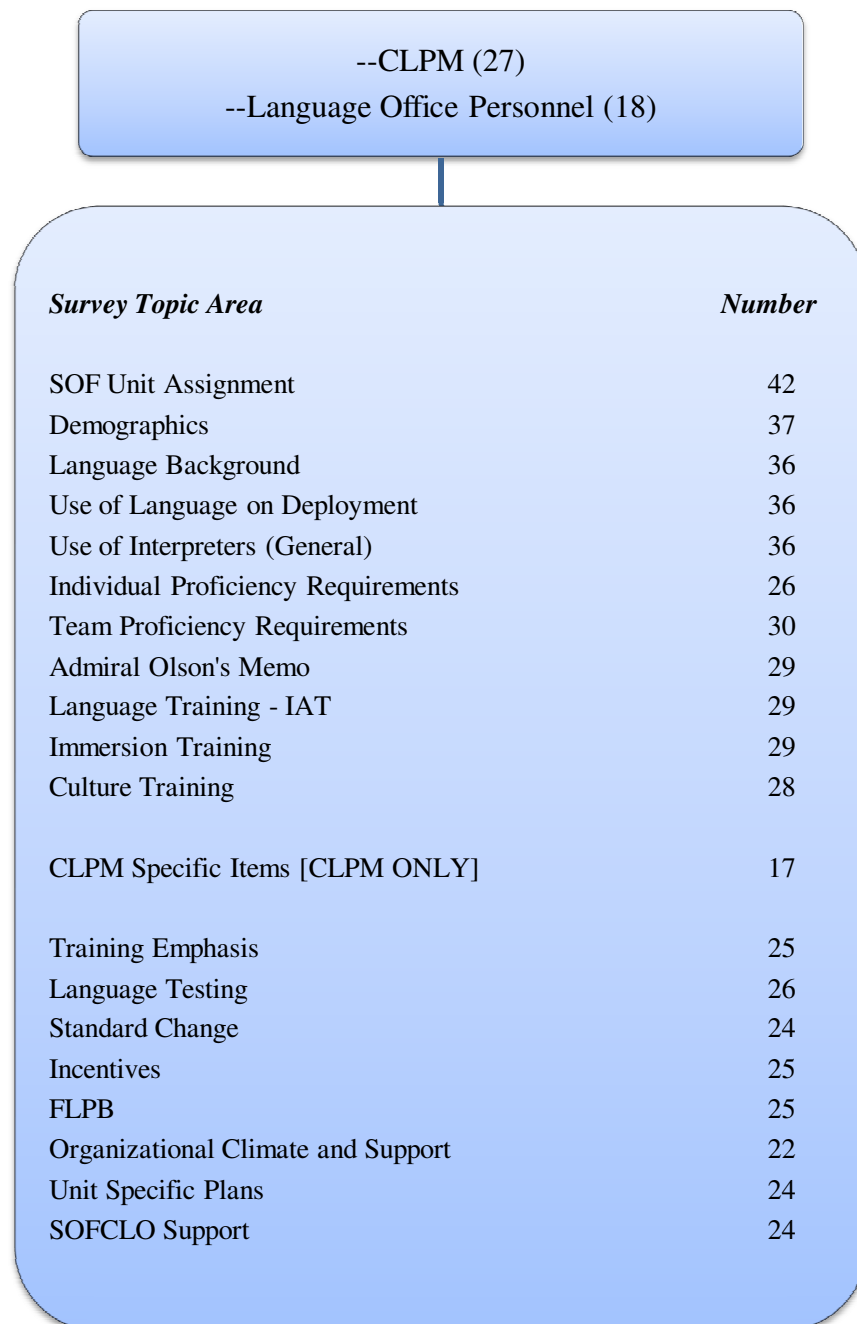


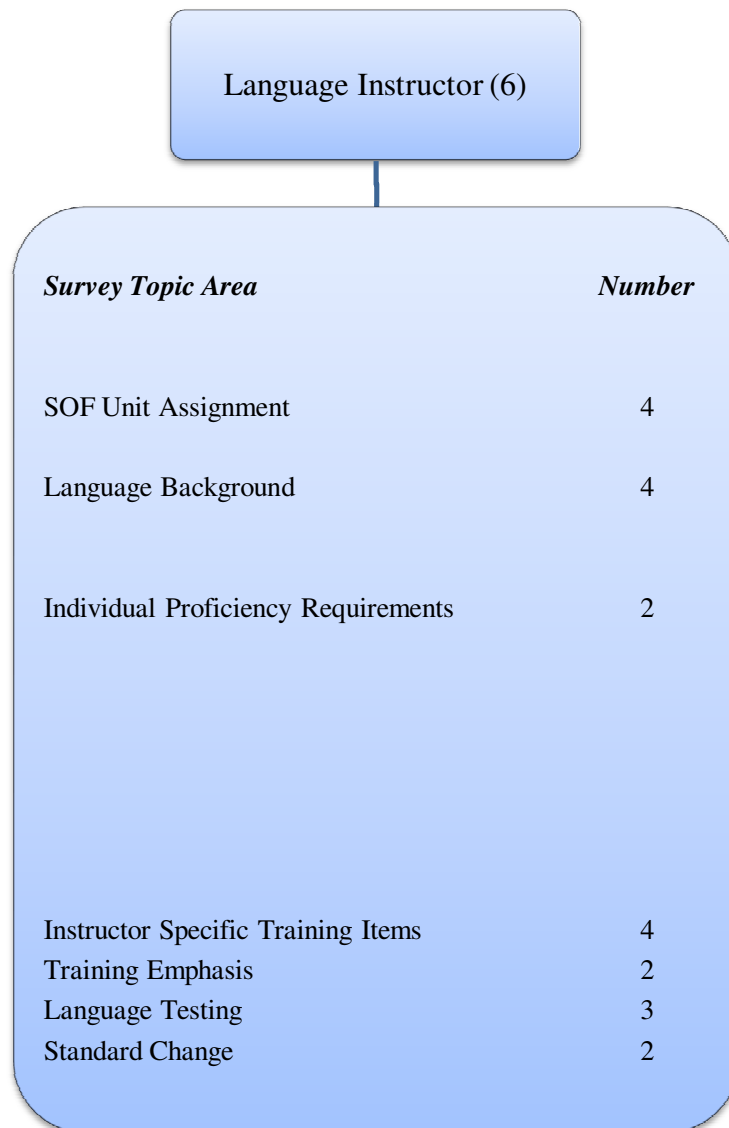
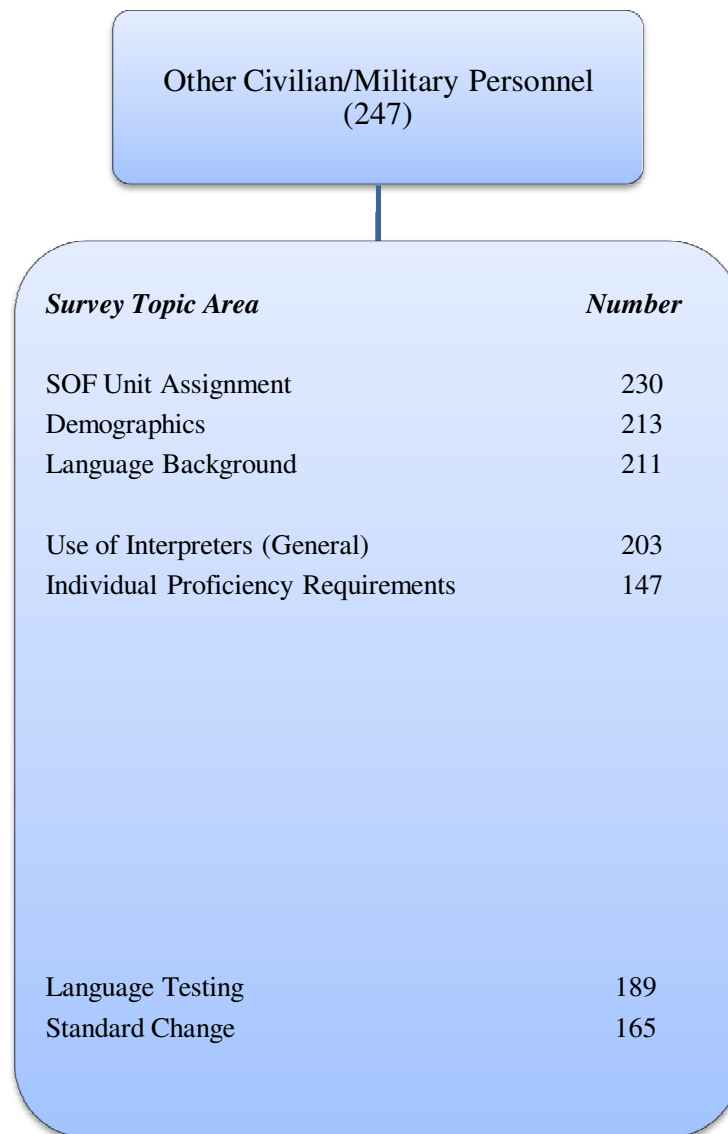
Figure 9. Language Instructor Drop-Out Rate

Figure 10. Other Civilian/Military Personnel

SECTION IV: SURVEY PARTICIPANTS

This section provides descriptive information on the background of the survey participants. Once participants indicated whether they were SOF or non-SOF, the next item asked them to indicate their role in the SOF or military community. This item branched operators, leaders, and other personnel to their respective survey items (see *LCNA Methodology Report Technical Report# 2010011002* for survey branching maps).

Table 4 shows the current role breakdown for all non-SOF survey participants. Overall, 1128 non-SOF participants started the survey, the majority of whom were Soldiers, Sailors, Airmen, or Marines, followed by civilian/military people in the support of language. For the purpose of this report, this is the only table displaying non-SOF participants. This information allowed us to remove non-SOF responses from subsequent analyses; therefore, no data from non-SOF respondents will be analyzed and no non-SOF results are presented in any reports.

Table 5 shows the current role breakdown for all survey participants who identified as being in the SOF community. Overall, 3663 SOF participants started the survey. The majority of these SOF participants were operators, followed by unit commanders and unit leadership of O3 Commands or higher. There were also 119 SOF participants who indicated their current role as “other” (see Appendix A for a list of these responses).

Students currently in the pipeline for SOF are included in the SOF participant table because they took the SOF version of the survey items. Although students in the pipeline are considered non-SOF, they took the SOF version of the survey to serve as a comparison group where relevant.

Table 4. Non-SOF Survey Participants

Current Role in the Military	
MI Unit Commanders & Leadership of O3 Commands or higher	112
Other Unit Commanders & Leadership of O3 Commands or higher	60
MI, FAO, or other linguists (language-coded positions)	156
Soldiers, Sailors, Airmen, Marines (not in language-coded position)	336
CLPM	18
Language Instructor	9
Civilian/military person involved in the support of language	146
Retired military personnel	84
Other	207
Total	1128

Table 5. SOF Survey Participants

Current Role in SOF	
Operator	1398
Operator assigned to other duty	239
MI linguist/09L assigned or attached to SOF	94
Non-linguist MI assigned or attached to SOF	40
Currently in the training pipeline for SOF	133
Unit Commanders & Leadership of O3 Commands or higher	1238
CLPM	27
Language Office personnel & other administrative personnel associated with language	18
Retired SOF personnel	104
Language Instructor	6
Other civilian/military person involved in the support of language	247
Other	119
Total	3663

Primary Status

Table 6 shows the primary status (i.e., active duty, retiree, etc.) of SOF participants by their current role in the SOF community. The majority of participants were Military active duty operators and unit commanders of O3 commands or higher, specifically commanders and staff officers. However, there were also a number of civilians and Military Reserve/National Guard on and not on active duty. Military retirees represented the smallest number of survey participants. Three participants indicated their primary status as “other” (see Appendix A for a list of responses).

Participants who indicated their primary status as civilian or contractor were asked a follow-up question about whether or not they were formerly in the military. Of the 246 civilians and contractors listed in the table above, 193 indicated they were formerly in the military.

Table 6. Role in SOF and Primary Status

Current Role in SOF	Military Active Duty	Military Reserve/National Guard on Active Duty	Military Reserve/National Guard NOT on Active Duty	Civilian (GS Personnel)	Contractor	Military Retiree	Other	Civilian/Retiree
Operator	1305	33	46	-	5	1	-	-
Operator assigned to other duty	228	5	4	-	-	-	-	-
MI linguist/09L assigned or attached to SOF	78	8	6	1	-	-	-	1
Non-linguist MI assigned or attached to SOF	24	2	6	5	1	-	1	-
Currently in the training pipeline for SOF	111	8	7	5	2	-	-	-
Unit Commanders & Leadership of O3 Commands or higher	1008	49	41	18	-	2	-	-
<i>Commanders</i>	395	17	17	-	-	-	-	-
<i>SWOA/SEA</i>	141	1	1	-	-	-	-	-
<i>Staff Officers</i>	472	31	23	18	-	2	-	-
CLPM	12	4	-	10	-	-	-	1
Language Office personnel & other administrative personnel associated with language	2	1	-	9	6	-	-	-
Retired SOF Personnel	10	-	2	41	18	24	-	6
Language Instructor	1	-	-	2	3	-	-	-
Other civilian/military person involved in the support of language	142	8	8	70	12	1	1	-
Other	68	3	4	28	10	2	1	1
Total	2989	121	124	189	57	30	3	9

SOF Unit Assignment

Table 7 provides a breakdown of SOF participants by their current role and mother service. Only participants who were Military active duty, Military Reserve/National Guard on active duty, Military Reserve/National Guard not on active duty, Military retirees, and the civilians and contractors who indicated they were formerly in the Military answered the mother service item on the survey. Overall, 3449 SOF participants answered the item with the largest number of participants coming from SOF operators in the Army. Army personnel across all roles had the largest number of participants when compared to the other services.

Table 8 shows SOF participants by their current role and where they are currently assigned. There was a strong response from USASOC with 2024 participants, followed by 443 from USSOCOM, and 262 indicating “other” (see Appendix A for a list of responses). Participants were given the option to indicate “other” and complete an open-ended text box if they did not fit into one of the units provided as response options on the survey. A number of the participants who initially indicated “other” were recoded into their appropriate unit with assistance from a SOFCLO representative; though, 262 participants remained in the “other” category (see *LCNA Methodology Report Technical Report# 2010011002* for recode details).

Table 9 provides a detailed look at unit assignment for participants in USASOC. The majority of participants were in SF ($N=1049$); although, there was a large representation from both 4th POG ($N=362$) and 95th CAB ($N=339$). Survey participants also included staff ($N=113$) and students currently in the training pipeline ($N=30$) at USAJFKSWCS. There were few participants from the 75th Ranger Regiment, 160th SOAR, and SF and CA/PSYOP headquarters. Additionally, seventeen participants in USASOC indicated their unit as “other” (see Appendix A for a list of responses).

Table 10 shows current role details for each SF unit. The majority of participants were from 5th SFG(A) ($N=292$), followed by 7th SFG(A) ($N=184$), and 3rd SFG(A) ($N=174$). The smallest representation of participants came from SF Command headquarters and 19th SFG(A). Most of the participants were operators; however, there was a representative sample of leaders across each unit.

In addition to current assignment, survey participants indicated whether they were currently assigned to headquarters or an operational unit. Participants were not required to answer this item, so there is a somewhat lower response rate (see Table 11). The majority of operators and commanders indicated they were assigned to an operational unit.

Table 7. Role in SOF and Mother Service

Current Role in SOF	Overall	Army	Air Force	Navy	Marines	Not Applicable
Operator	1387	1288	39	23	30	7
Operator assigned to other duty	236	203	13	7	11	2
MI linguist/09L assigned or attached to SOF	93	84	3	4	2	-
Non-linguist MI assigned or attached to SOF	35	25	2	5	3	-
Currently in the training pipeline for SOF	132	109	9	2	11	1
Unit Commanders & Leadership of O3 Commands or higher	1116	988	54	37	36	1
<i>Commanders</i>	<i>429</i>	<i>404</i>	<i>7</i>	<i>8</i>	<i>10</i>	<i>-</i>
<i>SWOA/SEA</i>	<i>143</i>	<i>132</i>	<i>1</i>	<i>5</i>	<i>5</i>	<i>-</i>
<i>Staff Officers</i>	<i>544</i>	<i>452</i>	<i>46</i>	<i>24</i>	<i>21</i>	<i>1</i>
CLPM	23	16	-	5	2	-
Language Office personnel & other administrative personnel associated with language	12	7	1	2	2	-
Retired SOF personnel	95	77	9	7	2	-
Language Instructor	2	1	-	-	1	-
Other civilian/military person involved in the support of language	220	158	35	16	7	4
Other	98	56	19	13	8	2
Total	3449	3012	184	121	115	17

Table 8. Role in SOF and Current Assignment

Current Role in SOF	USSOCOM	AFSOC	USASOC	WARCOM	MARSOC	JSOC	TSOC	Deployed SO Unit or Element	Other
Operator	152	31	1044	11	25	3	13	69	20
Operator assigned to other duty	30	3	91	-	10	1	14	-	82
MI linguist/09L assigned or attached to SOF	14	3	59	4	1	-	2	7	2
Currently in the training pipeline for SOF	12	4	58	1	9	-	1	1	42
Unit Commanders & Leadership of O3 Commands or higher	159	15	649	14	31	9	86	67	88
<i>Commanders</i>	<i>49</i>	<i>3</i>	<i>293</i>	<i>3</i>	<i>8</i>	<i>-</i>	<i>10</i>	<i>39</i>	<i>24</i>
<i>SWOA/SEA</i>	<i>13</i>	<i>-</i>	<i>108</i>	<i>4</i>	<i>5</i>	<i>-</i>	<i>3</i>	<i>10</i>	<i>-</i>
<i>Staff Officers</i>	<i>97</i>	<i>12</i>	<i>248</i>	<i>7</i>	<i>18</i>	<i>9</i>	<i>73</i>	<i>18</i>	<i>64</i>
CLPM	2	-	14	7	1	-	1	-	1
Language Office personnel & other administrative personnel associated with language	8	-	6	1	1	-	-	-	-
Language Instructor	-	-	-	1	-	-	-	-	3
Other civilian/military person involved in the support of language	66	8	100	4	8	2	11	7	24
Other	-	-	3	-	-	-	-	-	-
Total	443	64	2024	43	86	15	128	151	262

Note. Retired SOF personnel and non-linguist MIs assigned or attached to SOF were not asked this item on the survey.

Table 9. Current Role in USASOC

Current Role	USASOC HQ	CA/PSYOP HQ	SF Command HQ	USAJFKSWCS		4 th POG	95 th CAB	SF	75 th Ranger Regiment	160 th SOAR	Other
				Staff	Students						
Operator	3	3	1	15	-	187	229	592	-	-	1
Operator assigned to other duty	6	-	-	22	-	15	9	26	-	-	5
MI linguist/09L assigned or attached to SOF	-	1	-	4	-	1	-	52	-	-	-
Currently in the training pipeline for SOF	1	1	-	8	30	2	2	4	-	-	3
Unit Commanders & Leadership of O3 Commands or higher	25	1	12	46	-	126	80	337	3	5	7
<i>Commanders</i>	<i>1</i>	<i>-</i>	<i>2</i>	<i>18</i>	<i>-</i>	<i>69</i>	<i>36</i>	<i>159</i>	<i>2</i>	<i>2</i>	<i>2</i>
<i>SWOA/SEA</i>	<i>-</i>	<i>-</i>	<i>2</i>	<i>8</i>	<i>-</i>	<i>19</i>	<i>6</i>	<i>73</i>	<i>-</i>	<i>-</i>	<i>-</i>
<i>Staff Officers</i>	<i>24</i>	<i>1</i>	<i>8</i>	<i>20</i>	<i>-</i>	<i>38</i>	<i>38</i>	<i>105</i>	<i>1</i>	<i>3</i>	<i>5</i>
CLPM	2	-	-	-	-	1	1	9	-	-	1
Language Office personnel & other administrative personnel associated with language	-	-	1	4	-	-	1	-	-	-	-
Other civilian/military person involved in the support of language	4	4	1	14	-	30	14	29	-	2	-
Other	-	-	-	-	-	-	3	-	-	-	-
Total	41	10	15	113	30	362	339	1049	3	7	17

Note. Retired SOF personnel and non-linguist MIs assigned or attached to SOF were not asked this item on the survey. No language instructors responded to this item.

Table 10. Current Role in USASFC

Current Role	SF Command HQ	1st SFG(A)	3rd SFG(A)	5th SFG(A)	7th SFG(A)	10th SFG(A)	19th SFG(A)	20th SFG(A)
Operator	1	79	102	177	115	74	14	31
Operator assigned to other duty	-	10	3	6	3	4	-	-
MI linguist/09L assigned or attached to SOF	-	10	6	7	17	7	-	5
Currently in the training pipeline for SOF	-	-	-	-	-	-	1	3
Unit Commanders & Leadership of O3 Commands or higher	12	53	61	98	39	59	13	14
<i>Commanders</i>	2	22	30	53	18	24	9	3
<i>SWOA/SEA</i>	2	13	10	19	12	18	-	1
<i>Staff Officers</i>	8	18	21	26	9	17	4	10
CLPM	-	2	1	2	1	-	1	2
Language Office personnel & other administrative personnel associated with language	1	-	-	-	-	-	-	-
Other civilian/military person involved in the support of language	1	3	1	2	9	9	-	5
Other	-	-	-	-	-	-	-	-
Total	15	157	174	292	184	153	29	60

Note. Retired SOF personnel and non-linguist MIs assigned or attached to SOF were not asked this item on the survey. No language instructors responded to this item.

Table 11. Role in SOF and Headquarters or Operational Unit Assignment

Current Role in SOF	Headquarters	Operational Unit	Neither
Operator	109	1021	41
Operator assigned to other duty	98	51	70
MI linguist/09L assigned or attached to SOF	21	59	6
Currently in the training pipeline for SOF	29	11	85
Unit Commanders & Leadership of O3 Commands or higher	377	605	86
<i>Commanders</i>	44	333	27
<i>SWOA/SEA</i>	39	95	2
<i>Staff Officers</i>	294	177	57
CLPM	15	8	2
Language Office personnel & other administrative personnel associated with language	11	1	2
Language Instructor	-	1	3
Other civilian/military person involved in the support of language	98	84	40
Total	758	1841	335

Note. Retired SOF personnel, non-linguist MIs assigned or attached to SOF, and “other” were not asked this item on the survey.

Position in USSOCOM

This section identifies the number of participants represented in each unit of AFSOC, MARSOC, and WARCOM. The USASOC unit breakdown was presented in Table 9 (see above) because it represented the largest number of survey participants. Additionally, MOS and SOF type information are presented for operators and operators assigned to other duties in all components as well as the overall breakdown of SOF unit leaders' staff sections and levels of command. This section further includes a breakdown of positions for MI linguists assigned or attached to SOF.

AFSOC

Within AFSOC, 6th SOS had the largest number of participants ($N=26$). There were eighteen participants who indicated their unit as "other" (see Appendix A for a list of responses). The following units in AFSOC were also represented:

- 6th SOS ($N=26$)
- USAFSOS ($N=5$)
- 720th SOS ($N=8$)
- AFSOTC ($N=4$)

Three operators and operators assigned to other duties in AFSOC indicated their SOF type as "other" (see Appendix A for a list of other responses). The following SOF types were also indicated by operators:

- CAA ($N=20$)
- ST ($N=10$)

MARSOC

Overall, there were participants from each unit within MARSOC; MSOSG with the largest representation ($N=20$). There were nine individuals who indicated their unit as "other" (see Appendix A for a list of responses). The representation of each unit within MARSOC was as follows:

- 1st MSOB ($N=9$)
- 2nd MSOB ($N=4$)
- 3rd MSOB ($N=11$)
- 4th MSOB ($N=1$)
- MSOSG ($N=20$)
- MSOS ($N=15$)
- MSOR ($N=8$)

Operators and operators assigned to other duties in MARSOC indicated their SOF types as Marine advisor ($N=15$) and other ($N=18$) (see Appendix A for a list of responses).

WARCOM

Within WARCOM, multiple participants were represented in the following units: NSWG-1 ($N=6$), NSWG-2 ($N=19$), and other ($N=13$) (see Appendix A for a list of responses). One participant from each of the following units took the survey:

- NSWG-3
- NSWG-4
- NAVSCIATTS

Operators and operators assigned to other duties in WARCOM indicated their SOF types as follows:

- SEAL ($N=9$)
- SWCC ($N=2$)

USASOC

USASOC operators and operators assigned to other duties were asked to indicate their MOS. Table 12 shows the MOS representation for all USASOC units, including SF headquarters. The majority of operators and operators assigned to other duties were 18Z, followed by 37F, and 38B. There were no 18X and twelve 37A who participated in the survey. Additionally, three participants in USASOC indicated their MOS as "other" (see Appendix A for a list of responses).

SOF Unit Leaders

Overall, SWOA/SEA were primarily from command sections, while staff officers were primarily from S-3 staff sections or indicated “other” (see Table 13). Table 14 shows the representation of all leaders’ levels of command; most commanders were in O3 commands, most SWOA/SEA were in O4 commands, and most staff officers were in O5 or O6 commands.

Table 12. USASOC MOS

Unit in USASOC	18A	18B	18C	18D	18E	18F	18Z	180A	37A	37F	38A	38B	68W	Other
95 th CAB	-	-	-	-	-	-	-	-	-	-	52	127	20	-
4 th POG	-	-	-	-	-	-	-	-	12	145	-	-	-	-
SF HQ	-	-	-	-	-	-	1	-	-	-	-	-	-	-
1st SFG(A)	5	13	18	12	18	2	13	4	-	-	-	-	-	1
3rd SFG(A)	12	12	6	3	7	5	49	9	-	-	-	-	-	-
5th SFG(A)	8	23	25	22	16	12	63	11	-	-	-	-	-	2
7th SFG(A)	5	19	18	14	19	11	21	8	-	-	-	-	-	-
10th SFG(A)	4	5	8	13	12	3	22	9	-	-	-	-	-	-
19th SFG(A)	-	2	2	1	4	-	3	-	-	-	-	-	-	-
20th SFG(A)	1	5	1	9	7	3	4	1	-	-	-	-	-	-
Total	35	79	78	74	83	36	176	42	12	145	52	127	20	3

Table 13. Staff Section

Staff Section	SWOA/SEA	Staff Officers
Command Section	98	59
S-1	-	4
S-2	1	49
S-3	21	212
S-4	1	9
S-5	1	26
S-6	-	7
S-7	1	10
S-8	-	9
Other	17	155
Total	140	540

Table 14. Level of Command

Level of Command	Commanders	SWOA/SEA	Staff Officers
O3	230	21	53
O4	124	50	68
O5	44	32	122
O6	23	23	118
O7	2	3	37
O8	6	5	48
O9	-	-	29
O10	-	1	51
Total	429	135	526

MI Linguist/09L

Although MI linguists and 09Ls assigned or attached to SOF are non-SOF, they completed the SOF version of the survey to serve as a comparison group. Table 15 shows the various linguist participants' positions by component. Overall, the majority of linguists were Army 35 series attached to units in USASOC. There were four 09Ls who participated in the survey and one Marine Field 27 linguist. The "other" linguist positions indicated can be found in Appendix A.

Table 15. MI Linguist/09L Position

Component	09L (35V)	Army Other 35 Series	Marines Field 26	Marines Field 27	Other
USSOCOM	3	10	-	1	-
AFSOC	-	1	-	-	2
USASOC	1	55	-	-	2
WARCOM	-	-	-	-	3
MARSOC	-	-	-	-	1
TSOC	-	2	-	-	-
Deployed SO Unit or Element	-	6	-	-	1
Other	-	2	-	-	-
Total	4	76	-	-	9

Note. No MIs or 09Ls assigned or attached to JSOC participated in the survey.

Language Background

The primary groups of interest in this project are SOF operators (including SOF operators and operators assigned to other duties) and leaders (including commanders, SWOA/SEA, and staff officers); therefore, the following tables indicate the language background for these groups. Table 16 shows the native or first language of survey participants. The majority of participants indicated English as their native/first language; however, a number of participants also indicated a wide variety of other languages as their native/first language. The list of other languages indicated can be found in Appendix A.

All survey participants were asked if they are currently required to test in a language and/or if they are in a language coded position. There were 1403 operators and 766 leaders who indicated “yes” to this item, and therefore, were asked to indicate their current official or required AOR language. Table 17 shows the language breakdown for operators and leaders. The majority of operators and leaders indicated having a current official or required AOR language, the most common of which included Spanish, Modern Standard Arabic, and French. Eight participants listed “other” as their language; these languages can be found in Appendix A.

Participants who indicated a current official or required AOR language were also asked to indicate any additional languages in which they are proficient (see Table 18). This item asked participants to check all of the languages in which they were proficient; thus, although 881 responses are listed, the same participant could have indicated multiple languages. Participants with additional languages were mostly operators and the most frequent additional languages were Spanish, French, and German. There were also a number of participants who indicated “other;” these languages can be found in Appendix A.

Table 16. Native/First Language

Language	Operators	Commanders	SWOA/SEA	Staff Officers	Total
English	1439	392	124	493	2448
Spanish	91	10	8	20	129
Other	61	18	5	12	96
Total	1591	420	137	525	2673

Table 17. Current Official or Required AOR Language

Language	Operators	Commanders	SWOA/SEA	Staff Officers	Total
Bengali	2	-	-	-	2
Cambodian (Khmer)	-	-	1	-	1
Chinese-Cantonese	-	1	-	-	1
Chinese-Mandarin	25	8	-	3	36
Czech	2	-	-	-	2
Dari	3	1	-	1	5
Eastern Arabic	2	-	-	-	2
French	234	66	10	49	359
German	42	12	10	24	88
Hungarian	2	-	-	-	2
Indonesian	97	20	3	14	134
Japanese	2	-	1	-	3
Korean	61	14	6	12	93
Modern Standard Arabic	253	79	22	44	398
Pashtu	11	1	4	8	24
Persian-Farsi	63	24	2	9	98
Polish	7	6	2	3	18
Portuguese (Brazilian)	13	1	1	3	18
Russian	92	31	5	19	147
Serbian-Croatian	11	1	1	1	14
Spanish	334	61	34	79	508
Tagalog (Filipino)	82	12	5	12	111
Thai	38	12	8	9	67
Turkish	8	-	1	-	9
Urdu	2	3	-	-	5
Vietnamese	3	-	-	1	4
Other	5	-	-	3	8
Total	1394	353	116	294	2157

Table 18. Additional Languages

Language	Operators	Commanders	SWOA/SEA	Staff Officers	Total
Cambodian (Khmer)	1	-	-	-	1
Chinese-Mandarin	8	3	-	1	12
Dari	4	3	-	-	7
English	56	12	6	2	76
French	62	14	4	19	99
German	53	18	5	14	90
Indonesian	9	1	-	2	12
Japanese	4	1	1	2	8
Korean	13	3	2	2	20
Modern Standard Arabic	23	9	1	3	36
Pashtu	7	2	-	2	11
Persian-Farsi	6	2	-	-	8
Polish	1	-	-	-	1
Portuguese (Brazilian)	38	9	6	18	71
Russian	24	6	2	6	38
Serbian-Croatian	7	1	1	3	12
Spanish	113	32	7	23	175
Tagalog (Filipino)	19	2	4	2	27
Thai	13	-	5	4	22
Turkish	2	-	-	-	2
Urdu	3	-	-	-	3
Vietnamese	3	2	1	-	6
Other	94	18	10	22	144
Total	563	138	55	125	881

Note. Respondents who indicated their Native/First language as English or Spanish and subsequently included English or Spanish as an additional language were removed from this table (i.e., if an operator indicated his Native language as English, English would not be counted as an additional language).

Deployment Background and Tenure

This section describes the deployment background and tenure of SOF operators and leaders. Overall, most operators have been in their current job for one to four years (see Table 19). Most leaders have been in their current position for less than six months; however, a nearly equal number of leaders have been in their current position for six to twelve months (see Table 20).

In general, most operators and leaders have deployed for seven to nine months in the past two years or have not been deployed (see Table 21). There were also a number of operators who have deployed for ten to twelve months. Additionally, operators indicated the number of times they deployed inside and/or outside their AOR during their career with SOF (see Table 22). There was a similar breakdown for number of deployments both inside and outside the AOR with most operators deploying one to two times. However, a larger number of operators deployed inside the AOR more than six times when compared to the number of operators who deployed outside the AOR more than six times. Operators also indicated the number of deployments during their SOF career where they used their current official or required AOR language (see Table 23). Most operators reported they have not deployed to an area where they used their language; although, almost as many operators reported using their AOR language on one to two deployments.

Tables 24 and 25 show the grades of the SOF operator and leader participants, respectively. The majority of operators were E6 and E7, while the majority of leaders were O3 and O4. There was at least one participant representing all grades from E3 to E9, WO-01 to WO-05, and O2 to O8.

Table 19. Operator Length of Time in Current Job

Current Role in SOF	Less than 1 year	1-4 years	5-8 years	9-12 years	13-16 years	17-20 years	More than 20 years
Operators	126	464	172	91	55	31	17
Operators assigned to other duty	33	60	20	7	5	4	4
Total	159	524	192	98	60	35	21

Table 20. Leader Length of Time in Current Position

Current Role in SOF	Less than 6 months	6-12 months	13-18 months	19-24 months	More than 24 months
Commanders	134	129	96	29	36
SWOA/SEA	35	48	28	9	19
Staff Officers	188	150	85	30	73
Total	357	327	209	68	128

Table 21. Length of Deployment in Last 2 Years

Current Role in SOF	Have not been deployed	3 months or less	4-6 months	7-9 months	10-12 months	13-15 months	16-18 months	Over 18 months
Operators	157	53	113	217	195	128	64	28
Operators assigned to other duty	38	12	19	30	14	11	6	4
Commanders	80	36	71	99	74	45	12	5
SWOA/SEA	25	12	20	31	22	24	2	1
Staff Officers	126	61	81	119	75	37	14	12
Total	426	174	304	496	380	245	98	50

Table 22. Operator Deployments in SOF Career

Number of Times Deployed	Inside AOR	Outside AOR
Have not been deployed	224	248
1-2 times	311	385
3-4 times	171	189
5-6 times	80	54
More than 6 times	207	111
Total	993	987

Table 23. Operator Deployments using AOR Language

On how many deployments did you use your current official or required AOR language?	
Have not deployed where I used this language	395
1-2 deployments	303
3-4 deployments	113
5-6 deployments	46
More than 6 deployments	112
<i>Total</i>	969

Table 24. Operator Grade

Grade	Operators	Operators Assigned
E3	1	-
E4	38	4
E5	74	3
E6	261	8
E7	258	24
E8	161	12
E9	6	2
WO-01	20	-
WO-02	21	-
WO-03	7	2
WO-04	2	-
WO-05	1	1
O-2	-	2
O-3	75	5
O-4	14	40
O-5	2	19
O-6	-	9
O-7	-	1
Total	941	132

Table 25. Leader Grade

Grade	Commanders	SWOA/SEA	Staff Officers
E4	-	-	1
E5	-	-	-
E6	-	-	8
E7	-	5	8
E8	-	43	22
E9	-	79	11
WO-01	1	-	1
WO-02	3	1	-
WO-03	5	5	14
WO-04	-	3	3
WO-05	1	2	-
O-2	1	-	4
O-3	220	-	88
O-4	126	1	202
O-5	42	-	106
O-6	23	-	43
O-7	2	-	1
O-8	1	-	-
Total	425	139	512

ABOUT SWA CONSULTING INC.

SWA Consulting Inc. (formerly Surface, Ward, and Associates) provides evidence-based solutions for clients using the principles and methods of industrial/organizational (I/O) psychology. Since 1997, SWA has advised and assisted corporate, non-profit and governmental clients on:

- Training and development
- Performance measurement and management
- Organizational effectiveness
- Test development and validation
- Program/training evaluation
- Work/job analysis
- Needs assessment
- Selection system design
- Study and analysis related to human capital issues
- Metric development and data collection
- Advanced data analysis

One specific practice area is research and consulting on foreign language and culture in work contexts. In this area, SWA has conducted numerous projects, including language assessment validation and psychometric research; evaluations of language training, training tools, and job aids; language and culture focused needs assessments and job analysis; and advanced analysis of language research data.

Based in Raleigh, NC, and led by Drs. Eric A. Surface and Stephen J. Ward, SWA now employs close to twenty I/O professionals at the masters and PhD levels. SWA professionals are committed to providing clients the best data and analysis with which to make solid data-driven decisions. Taking a scientist-practitioner perspective, SWA professionals conduct model-based, evidence-driven research and consulting to provide the best answers and solutions to enhance our clients' mission and business objectives.

For more information about SWA, our projects, and our capabilities, please visit our website (www.swa-consulting.com) or contact Dr. Eric A. Surface (esurface@swa-consulting.com) or Dr. Stephen J. Ward (sward@swa-consulting.com).

APPENDIX A: OTHER RESPONSES

This appendix includes a list of “other” responses from the survey items discussed throughout the document. These items gave respondents a place to indicate “other” and write in a text response if the appropriate response option was not listed as a choice. Each list of responses below corresponds to a table in Section IV: Survey Participants of this document.

SOF Survey Participants (Table 5)

- 310AS
- Acquisition
- Acquisition Professional iso SOF
- Acquisition Program Manager
- Administrative Assistant
- All Source Analyst
- Analyst
- Army Civil Affairs Instructor
- Assessment
- Assigned to SOF
- Attached to SOF Unit
- CA instructor
- CA student instructor
- CCS Instructor
- Contractor, PSYOP support element
- Med hold waiting for retirement
- Military Support Element
- Multimedia Illustrator
- Naval Intel
- NECC
- Non-language related enabler
- Non-SOF Personnel Specialist
- Non-SOF SMU
- Non-SOF Weapons SAM
- Senior AO in HQ
- SOF Educator (JSOU)
- SOF Instructor
- SOF Instructor education Foreign SOF Partners
- SOF logistician
- SOF Personnel Non-language
- SP civilian employee

Role in SOF and Primary Status (Table 6)

- IA
- New Recruit former Reserve

Role in SOF and Current Assignment (Table 8)

- 1ASOG
- 101st ABN PSYOP
- 1-10th SFG(A)/SOCAFRICA/JSOTF
- 199 IN BDE (MCCC)
- 1SPWAR
- 2D ANGLICO
- 66th Theater Aviation Command
- 7th Army, JMTC, ISTC
- 97 MP BN
- Advanced Civil Schooling
- AFELEM USACGSC
- AFRICOM
- ALNG
- ARCENT
- Army HRC
- Army TRADOC
- Army Unit
- Army War College
- ARNG SOD
- ARSOUTH
- Asymmetric Warfare Group, Deployed to Iraq
- AVCCC
- B/4/10
- Between Assignments
- BUMED/NORTHCOM
- CAC Fort Leavenworth
- Carlisle barracks
- CCC (Ft. Lee) Almc
- CENTCOM
- CGSC
- CGSC for ILE
- CGSC Fort Leavenworth, KS
- CJCS Controlled Activity
- Currently CBRNC3 course
- Defense Attaché System
- Defense Language Institute
- Deployed to OIF performing non-SOF related mission
- Division MiTT Team Leader Iraq
- En-route from TRADOC to USASOC
- EODGRUTWO
- FORSCOM
- Fort Belvoir, VA
- Ft. Jackson Student Detachment, Naval Postgraduate School
- G9, ACofS, 101st ABN DIV (AA)
- HQ USAF
- HQDA

- HQDA Pentagon
- HQUSPACOM
- ILE student
- J3 at KYNG JFHQ
- Joint Staff
- JRTC SOTD
- Language Instructor
- MCC 199th IN BDE
- MCCC
- Mi Language corp.
- MiTT Chief
- MNF-1
- National Guard
- NATO
- NATO SOF
- Naval Postgraduate
- Naval War College
- NGB
- NORTHCOM
- NPS
- OSD
- OSD SO/LIC&IC
- Outside SOCOM
- PACOM
- PACOM, 25th ID
- Pentagon
- PME Student
- Professional Development School
- Provincial Reconstruction Team (Afghanistan)
- Ranger Training Battalion
- Reassigned to HQDA
- Reserves
- Retired
- ROTC
- SAMS, CGSS
- SOD
- SOD-G, ARNG
- SOD-South
- SOFTS
- SPAWAR in support of SOCOM
- Special Operations Training Detachment, Joint Readiness Training Center
- STB Commander, Iraq (18A)
- Student
- Student at NDU
- SWC
- SWC with duty SORB
- The Joint Staff

- TRADOC
- TRADOC – ECC, FLW, MO
- TRADOC (NPS Student)
- TRADOC Naval Post Grad
- TRADOC, BCTP
- TRADOC/MCCC
- TSOD-K
- TSWG
- TTHS for Training/education
- TXANG
- US Army Student Detachment
- US Army Student Detachment – USMC (SAW)
- US Forces Korea
- US Military Academy
- USARAF
- USAREC
- USAREUR
- USASATMO
- USMA
- USNORTHCOM
- USSOUTHCOM
- WY ARNG Recruiting Commander

Current Role in USASOC (Table 9)

- 1-10
- 354 CA BDE
- Captains Career Course
- HQDA G3-SOD
- Human Resources Command
- JPOTF
- JTF SWORD
- NPS
- SOTD
- SWTG
- USAJFKSWCS

AFSOC Unit Assignment (in text p. 32)

- 10 CWS OL-B
- 23 STS
- 720STG
- CGSC
- HQ AFSOC

AFSOC SOF Type (in text p. 32)

- Aircrew
- Aviator
- SOF aviator

MARSOC Unit Assignment (in text p. 32)

- screening team

MARSOC SOF Type (in text p. 32)

- ALC
- Corpsman
- instructor/operator
- Intelligence Operator
- MSOT
- Operator
- SOFSIGINT
- Students in Pipeline

WARCOM Unit Assignment (in text p. 32)

- ATC Det Little Creek
- NSWG-11

USASOC MOS (Table 12)

- USAF Pararescue

MI Linguist/09L Positions (Table 15)

- 202
- 14N
- 1A871
- 1N331
- 37F
- 92a
- CTI TAC-EW
- CTI/ 9216
- CTIC

Native/First Language (Table 16)

- American Sign Language
- Arabic/MSA
- Bengali
- Cambodian
- Cantonese
- Cebuano Visayan
- Chinese
- Chinese Mandarin
- Czech
- Dutch
- Farsi
- Filipino
- French
- German
- Haitian Creole

- Hungarian
- Ilocano
- Indonesian
- Italian
- Japanese
- KINYARWANDA
- Korean
- Mien
- Multi-lingual
- Norwegian
- Polish
- Portuguese
- Romanian
- Russian
- Samoan
- Tagalog
- Telugu
- Thai
- Vietnamese

Current Official or Required AOR Language (Table 17)

- Czech
- Dutch
- Hebrew
- Lao
- Portuguese (Europe)
- Slovak
- Slovenian
- SWAHILI

Additional Languages (Table 18)

*Although the languages below with asterisks are valid languages in some communities, they are not on the DoD's list of recognized languages.

- Afrikaans
- Albanian
- American Sign Language
- Arabic
- Arabic (Iraqi dialect)
- Arabic Modern Standard
- Bosnian-Croat (non-Cyrillic)
- Chavacano
- Chinese-Cantonese
- Creole
- Czech
- Dutch
- Dutch/Flemish
- eastern Arabic

- Elvish*
- English
- French (reading)
- Georgian
- Guarani
- Haitian Creole
- Haitian Creole and Hausa
- Hausa
- Hebrew
- Hindi
- Hungarian
- I don't speak my coded language, let alone an additional language
- Ilocano (Filipino)
- Iraqi
- Iraqi Arabic
- Irish
- Italian
- Italian (reading-listening)
- KINYARWANDA
- KIRUNDI
- Kiswahili
- Klingon*
- Kurdish
- Lao
- Laotian
- Latin
- Levantine Arabic
- Malay
- Miskito
- Norwegian
- Portuguese
- Portuguese (Continental)
- Portuguese (European)
- Romanian
- Somali
- Sorani
- Spanish
- Swahili
- Tajik
- Ukrainian
- Visayan (Hiligaynon)
- Working on Italian

APPENDIX B: ABOUT THE LCNA PROJECT

In 2003-2004, the Special Operations Forces Culture and Language Office (SOFCLLO; formerly, SOFLO) sponsored the SOF Language Transformation Strategy Needs Assessment Project to inform the development of a language transformation strategy in response to a GAO report (2003). This SOF Language Transformation Strategy Needs Assessment Project collected current-state information about language usage, proficiency, training, and policy issues (e.g., Foreign Language Proficiency Pay, FLPP) from SOF personnel, SOF unit leaders, and other personnel involved in SOF language. The project used multiple data collection methods and provided the SOFCLLO with valid data to develop a comprehensive language transformation strategy and advocate for the SOF perspective on language issues within the DoD community.

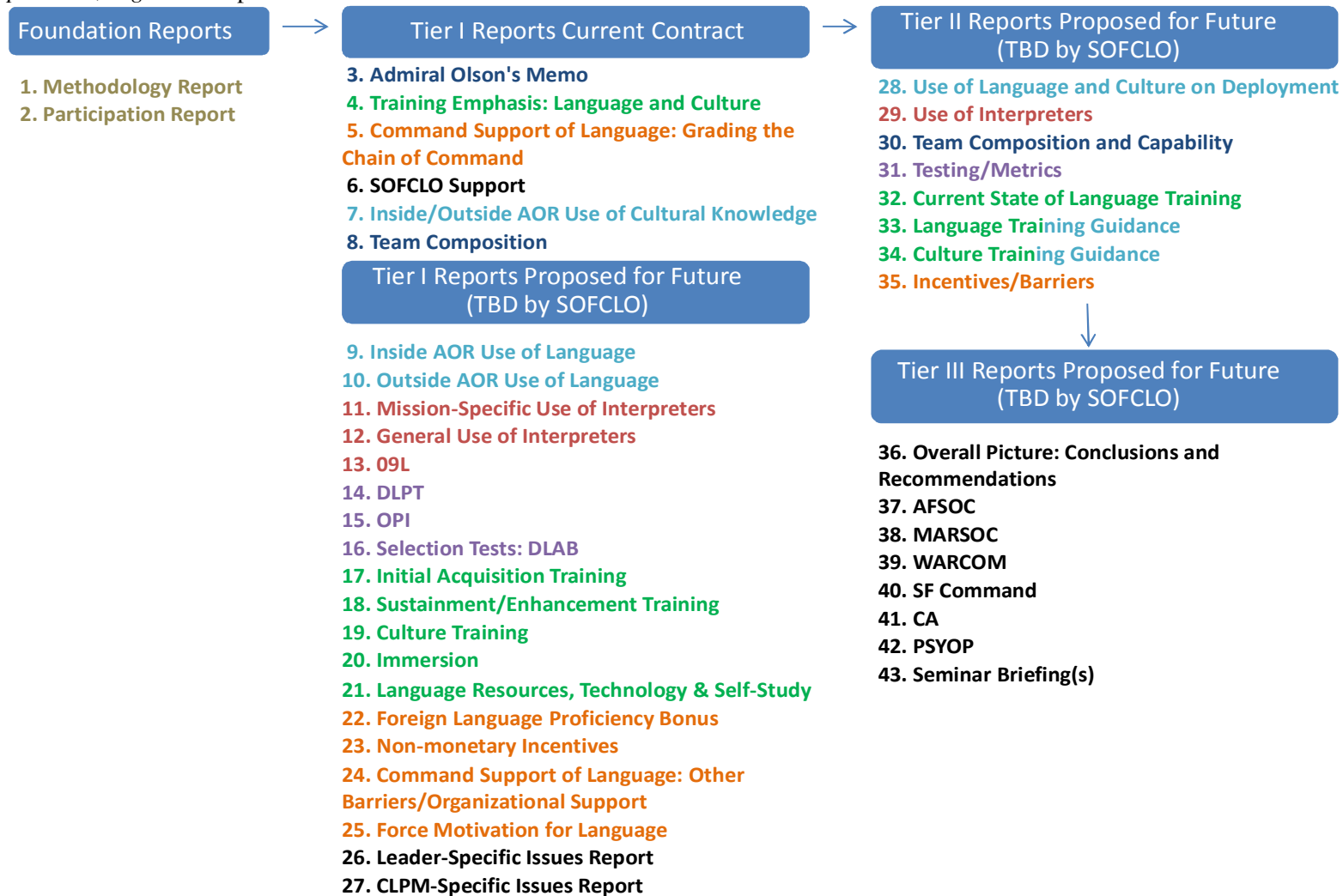
In a continuing effort to update knowledge of language and culture needs while informing strategic plan development, the SOFCLLO commissioned the 2009 SOF Language and Culture Needs Assessment Project (LCNA) to reassess the language and culture landscape across the United States Special Operations Command (USSOCOM) and develop a strategy for the next five years. Data were collected between March and November, 2009 from personnel in the SOF community, including operators and leaders. Twenty-three focus groups were conducted between March and June, 2009. A comprehensive, web-based survey designed to gather information from both operators and leaders in the SOF community was launched on 26 October and closed on 24 November, 2009.

This project's findings will be disseminated through reports and briefings (see Appendix B, Figure 1 for an overview). Two foundational reports will document the methodology and participants associated with this project. The remaining reports will be organized in three tiers. The specific reports in each of these tiers will be determined and contracted by the SOFCLLO. As originally planned, twenty-five Tier I Reports will focus on specific, limited issues [e.g., Inside/Outside Area of Operations (AOR) Use of Cultural Knowledge, Inside AOR Use of Language]. Tier II reports will integrate and present the most important findings across related Tier I reports (e.g., Use of Language and Culture on Deployment). Most, but not all, Tier I reports will roll into Tier II reports. One Tier III Report will present the most important findings, implications, and recommendations across all topics explored in this project. The remaining Tier III reports present findings for specific SOF organizations [e.g., Air Force Special Operations Command (AFSOC), Special Forces (SF) Command]. All Tier III reports will be associated with a briefing. As mentioned, the additional reports will be determined by the SOFCLLO and may differ from what was originally planned.

In June, 2009, the GAO reported that the Department of Defense is making progress toward transforming language and regional proficiency capabilities but still does not have a strategic plan in place to continue development that includes actionable goals and objectives. The findings from this study can be used by the SOFCLLO and leaders at USSOCOM to continue strategic planning and development in this area.

This project design, logistics, data collection, initial analysis and first eight reports of this project were conducted by SWA Consulting Inc. (SWA) under a subcontract with SRC (SR20080668 (K142); Prime # N65236-08-D-6805). The additional reports mentioned above are proposed for the future (TBD by the SOFCLLO). For questions or more information about the SOFCLLO and this project, please contact Mr. Jack Donnelly (john.donnelly@socom.mil). For specific questions related to data collection or reports associated with this project, please contact Dr. Eric A. Surface (esurface@swa-consulting.com) or Dr. Reanna Poncheri Harman (rpharman@swa-consulting.com) with SWA Consulting Inc.

Appendix B, Figure 1. Report Overview



Note: Foundation reports are referenced by every other report. Colors represent Tier I reports that roll (integrate) into an associated Tier II report. Reports in black are final reports on the topic but may be cited by other reports. Tier II reports roll into the Tier III reports. All Tier III reports include an associated briefing.